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TO: Dr. Layton McCurdy and Members,
SC Commission on Higher Education

FROM: Ms. Cynthia Mosteller, Chairman
Access & Equity and Student Services Committee

**Consideration of FY 2005 - 2006 Program Summaries and Appropriation Requests
for FY 2007-2008 for EIA Funded Teacher Recruitment Projects**

Introduction

During the 1986 legislative session, the General Assembly authorized the SC Commission on Higher Education to award grants to the public and/or private colleges and universities to improve the recruitment of teacher education candidates, allocating \$236,000 in Education Improvement Act (EIA) funds for this purpose. A consortium made up of a majority of teacher training institutions in the State submitted one combined proposal to establish the SC Teacher Recruitment Center. The proposed Center was approved by the Commission and has been funded annually since FY 1986-87.

In FY 1986-87, separate appropriations to SC State University were made by the General Assembly to improve the recruitment of minority teacher candidates. Since FY 1986-87, continuing appropriations to SC State University have been made, both through the EIA and General Fund. Beginning in FY 1990-91, appropriations for the SC Teacher Recruitment Center and the Program for the Recruitment and Retention of Minority Teachers at SC State University were made solely through EIA.

Beginning in FY 1988-89, the Commission on Higher Education was required, by a proviso in the General Appropriations Act, to “monitor the use” of these funds and to report on the “effectiveness of the programs” to the Senate and House Committee and to the EIA Select Committee. The Commission has done so since 1988-89.

The FY 1990-91 Appropriations Act included a more comprehensive proviso which instructed the Commission to “ensure that all funds are used to promote teacher recruitment on a statewide basis...ensure the continued coordination of efforts among the ...teacher recruitment projects...review the use of funds and ...have prior program and budget approval.”

The Annual Reports from the Center for Educator Recruitment, Retention & Advancement (CERRA) and the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University are submitted by the Commission to the Senate and House Education Committees and to the Education Oversight Committee each December. In addition to the Annual Reports, historical and cumulative data since each program’s inception were included at the request of the Access & Equity and Student Services Committee .

The SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT)

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is located at South Carolina State University and is structured under the aegis of the Division of Academic Affairs. The mission of the Program is to increase the pool of minority teachers in the State by making education accessible to non-traditional students (teacher aides, technical college transfer students and career path changers) and by providing an academic support system to help students meet entry, retention, and exit program requirements. In collaboration with South Carolina State University’s School of Education, SC-PRRMT is authorized to establish and maintain Satellite Teacher Education Program sites in twenty-one geographic areas throughout the State. SC-PRRMT also administers a Forgivable Loan Program and participates in state, regional, and national teacher recruitment initiatives.

SC-PRRMT reports annually to the SC Commission on Higher Education, through which the Program’s EIA-based appropriations are approved. The Commission is authorized to review the Program’s annual budget and monitor the effectiveness of SC-PRRMT. Budget review authority is also given to the General Assembly’s Education Oversight Committee. At the request of the Access and Equity and Student Services Committee, SC-PRRMT provided annual program costs including the total amount of funds expended on the program, per participant/student teacher costs and administrative costs, and costs to graduate and place each student during FY 2000-01, FY 2001-02, FY 2002-03, FY 2003-04, FY 2004-2005 and FY 2005-2006 (**Attachments I and II**).

Since 1994, PRRMT has graduated 110 students. Among those graduates, 106 (96%) were placed as teachers – 58 (55%) are employed in SC critical geographic schools and 17 (16%) are teaching in critical need subject areas. During FY 2005-2006, 52 students were awarded forgivable loans. The total loan amount disbursed during this period was \$200,000.

SC-PRRMT FY 2007-2008 Appropriations Request

	2006-2007 Budget	Change Budget	2007-2008 Proposed Budget
<u>Personnel Services</u>			
1. Salaries	\$167,745	6,709.80 ¹	\$174,454.80
2. Fringes	43,062	653 ¹	42,409.12
<u>OTHER EXPENDS.</u>			
Office Support	2,000		2,000
Postage	2,000		2,000
Telephone (WATS LINE)	2,000		2,000
Equipment & Maintenance	2,599		2,599
Printing (Newsletter/ Report and other documents)	5,094		5,094
Forgivable Loans	200,000		200,000
Promotional Service (TV Ad)	5,000	3000 ²	8,000
Summer Institute and Conferences/Workshops	18,000	5056.92 ³	\$12,943.08
Travel National/regional meetings Education Conferences/ Recruitment Visitations/ Exhibitions	10,500		10,500
External Evaluation (Outsource)	9,000	4000 ⁴	5,000
TOTAL EXPENDITURES	\$467,000	\$18,766.72	\$467,000

1 = Four percent (4%) salary increase for current employees and decrease in fringe benefits

2 = Increase promotional marketing in service area

3 = Decrease in Summer Institute/Conferences/Workshops

4 = Decrease in eternal evaluation

The budget proposal for FY 2007-2008 is at level funding (\$467,000). The budget has been adjusted to reflect a four percent (4%) inflationary salary increase and a small decrease in fringe due to adjustments. The additional budget changes includes expansion of promotional services in the target marketing areas (note 2), and decreases in funding for Summer Institute/Conferences/Workshops (notes 4, 5). SC-PRRMT will continue all of its proposed goals, including increasing recruitment/marketing strategies to encourage more nontraditional SC citizens to enter into the teaching profession.

Center for Educator Recruitment, Retention and Advancement (CERRA)

Established by the Commission on Higher Education in December 1985 out of a concern for the condition of South Carolina's teacher supply pool and a need for a centralized teacher recruitment effort, the purpose of CERRA is to provide leadership in identifying, attracting, placing and retaining well-qualified individuals for the teaching profession in our state. As a part of its mission, CERRA's responsibilities include adapting and responding "to changing needs for teachers from underrepresented populations, in critical subject fields and in under-served geographic areas in South Carolina." CERRA directs a variety of pre-collegiate and college level programs in order to attract middle school, high school and college students (ProTeam, Teacher Cadet, College Partners, Teaching Fellows, Minority Recruitment) as well as mid-life career changers, such as military retirees and downsized workers to education careers. Along with its recruiting efforts, CERRA is focused on retaining and advancing the careers of experienced teachers already in South Carolina's schools. In addition, CERRA provides program support for the State's teacher leaders through work with the district teachers of the year, Teacher in Residence Program, as well as National Board Candidates and National Board Certified Teachers. At the request of the Access and Equity and Student Services Committee, CERRA provided annual program costs including the total amount of funds expended on each program, per participant/student/teacher costs and administrative costs per program for FY 2000-01, FY 2001-02, FY 2002-03, FY 2003-04, FY 2004-2005 and FY 2005-2006 (**Attachment III, IV and V**).

The CERRA Board of Directors, which oversees the Center's budget and operations, includes representatives from colleges and universities, state education agencies, professional education associations, the General Assembly and private businesses and industry. CERRA reports annually to the SC Commission on Higher Education, through which the Center's EIA-based appropriations flow. The Commission is charged with monitoring the effectiveness of CERRA and is authorized to review the Center's budget. Budget review authority is also given to the General Assembly's Education Oversight Committee.

CERRA FY 2007-2008 Appropriations Request

	2006-2007 Budget	Change	2007-2008 Proposed Budget
Office Salaries & Fringes (9 full time positions)	\$557,489	\$141, 100 ¹	\$698,589
Office Support	184,316		184,316
Board of Directors	5,250		5,250
Staff Travel (11 full time positions)	21,600		21,600
Teacher Leaders (Teacher Forum & Advisory Board)	95,785		95,785
Teacher Database	24,000		24,000
Teacher Cadet Program	89,596	15,000 ²	104,596
Teacher Educators	117,642	50,000 ³	167,642
ProTeam Program	50,643		50,643
Teaching Fellows	4,009,205	40,000 ⁴	4,049,205
Minority Recruitment	166,302	21,400 ⁵	187,702
Marketing/Publications	35,544	42,300 ⁶	77,844
Retention/Mentoring	23,321	45,000 ⁷	68,321
Target Recruitment	23,321		23,321
TOTAL EXPENDITURES	\$5,404,014	\$354,800	\$5,758, 814

Budget Notes:

- 1 = Three (3) percent salary increase for current employees; and 1.5 additional FTE:
1.0 FTE Coordinator for Research and Program Development and .5 FTE administrative assistant to support targeted minority recruitment (note 5)
- 2 = Increase number of Teacher Cadet classes by 20; add 30 classes of *DreamQuest* at five (5) ninth-grade academy pilot sites; start-up fees for Future Educators of America as approved by the Board in March, 2006
- 3 = Grants to college partners to track and recruit Teacher Cadets into teaching; funding requested by Cadet institutions via RFP
- 4 = Winthrop/CERRA administrative expenses for tracking school, employment and loan status of an increasing number of Teaching Fellows and graduates; increase one .75 FTE part-time position to full time
- 5= Systematic focus of CERRA's services for a pilot program to recruit African American males to the teaching profession
- 6 = Year two of on-going Web site development; add CERRA Portal Discussion Board, survey systems and Teaching Fellows electronic application and electronic forms
- 7 = Target mentoring support and services for greatest needs school districts as outlined in the CERRA mission statement and the Mentoring and Induction Guidelines—two (2) regional trainings in regions one, three and five; three (3) trainings in regions two and four (Savannah and Pee Dee Regions) for a total of 480 new mentors

The budget proposal for FY 2007-2008 reflects an increase of six and one half percent (6.5%) and has been approved by the CERRA Board of Directors. Of the 6.5 percent increase, 2.5 percent of that increase is a 3 percent inflationary salary increase for CERRA staff. The additional requests include 1.5 additional FTEs (note 1), programmatic expansion requirements (notes 2, 3, 5 and 7) and administrative expenses due to increased participation in CERRA programs (note 4). For FY 2007-08, CERRA revised budget includes a proposed plan to implement a pilot program to research minority recruitment strategies in an effort to enhance their teacher recruitment programs along the I-95 corridor to target the recruitment of African-American males into the teaching profession.

Recommendation

The Access & Equity and Student Services Committee recommends approval of the FY 2007-08 budgets in the amount of \$467,000. for the SC Program for the Recruitment and Retention of Minority Teachers and \$5,758,814. for the Center for Educator Recruitment, Retention and Advancement.

cc: Attachments I, II, III, IV, V